FREQUENTLY ASKED QUESTIONS

Well-Being Champion

What are the responsibilities of a Well-Being Champion?
Well-Being Champions support, lead, and/or implement a wellness program or initiative in their workplace in an effort to achieve the larger department and university mission of creating a healthy, inclusive, and engaging work environment. Champions create and implement well-being programs and initiatives to promote a culture of wellness. For more information on responsibilities of a Well-Being Champion, read through the “Roles and Responsibilities” document.

What does “well-being” mean?
At UW-Madison, we define well-being holistically, using the Wellness Council of America’s (WELCOA) definition of well-being. We understand that the definition of “well-being” is subjective, which is why we define the term broadly, to provide a holistic view and approach to well-being initiatives. The following are areas we recognize as dimensions of well-being:

- **Health**: feeling of strength and energy from your body and mind
- **Meaning**: feeling a part of something bigger than yourself
- **Safety**: feeling secure and free from concern of physical or psychological harm
- **Connection**: experiencing positive, trusting relationships with others
- **Achievement**: feeling you have support, resources, and autonomy to achieve your goals
- **Growth**: learning and being challenged to use and expand your strengths
- **Resiliency**: having the capability to persist, be creative, adapt to change, delay gratification, learn from failure, and question success.

What are the benefits of supporting health and wellness?
- Employee well-being initiatives can increase engagement, productivity, and retain talented employees
  - 7 of 10 employees say that well-being initiatives positively influence the culture at work
  - Employers saw a 52% increase in productivity because of well-being initiatives
  - 87% of employees said they consider health and wellness offerings when choosing an employer

I am a manager/supervisor. Do I have to hire someone to be a Well-Being Champion?
No, you do not have to hire someone to fill this role. This role is carried out by staff/faculty interested in volunteering. If you do not currently have a Well-Being Champion you can encourage staff/faculty to sign-up, but again, it is a volunteer position.
**Is the role of the Well-Being Champion a paid position?**
The role is voluntary and is usually considered part of someone’s duties, as approved or assigned by a manager or supervisor.

**What is the time commitment to be a Well-Being Champion?**
The time commitment for Well-Being Champions is estimated to be one hour per week for wellness responsibilities. Well-Being Champions are encouraged to attend Workplace Wellness Community of Practice meetings. In these meetings, champions learn about wellness programs on campus and get wellness resources.

**What are the benefits of becoming a Well-Being Champion?**
There are many benefits of championing well-being at work. Individually, you can hold yourself accountable to achieving your wellness goals. Gaining professional development skills such as working as part of a team, communication and planning. Being a Well-Being Champion allows one to help others practice self-care and improve the work environment and culture! Further connecting with others on campus is a consistent benefit reported by Well-Being Champions.

**I am interested in becoming a Well-Being Champion, what steps should I take to get started?**
1. Read through the "Roles and Responsibilities".
2. Complete the short, [online survey](#) to express interest in becoming a Well-Being Champion.
3. Discuss within your unit/department/team.
4. Sign the "Commitment Form" and send it to nicole.youngberg@wisc.edu or turn it in at your first Workplace Wellness Community of Practice meeting.
5. Use your access to wellness materials, newsletters, guides and more to strengthen and advance employee well-being in your unit/department.

**What type of health and wellness experience (educational or work experience) is required for the Well-Being Champion role?**
No health or wellness experience is required for the role; rather just a passion for health and wellness, and an interest in helping create a positive and healthy work environment.

**How long of a time commitment is there for being a Well-Being Champion?**
Well-Being Champions are asked to commit one year to the role, ideally with possibilities of building on your work and continuing. After one year, champions will be notified about the opportunity to reapply for another year (there are no term limits for being a Well-being Champion).

**My department is not contained in one area/building; all our employees are located in various buildings and locations throughout campus. Can I still be a Well-Being Champion for my department?**
Yes, you can determine how to make it work best. There can be several Well-Being Champions within one department. This is especially true for large departments where there may be several Well-Being Champions communicating with smaller work groups within that department.

**There is already a Well-Being Champion in my unit/work group, can I still become one?**
Yes, there can be more than one Well-Being Champion in the same unit/work group!